



DEPARTMENT OF THE ARMY  
INSTALLATION MANAGEMENT AGENCY (IMA)  
KOREA REGION OFFICE (KORO)  
APO AP 96205

REPLY TO  
ATTENTION OF:

IMKO-AB-ZA

15 August 2005

AREA II COMMAND POLICY #13-1

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Statement on the Prevention of Sexual Harassment for Civilian Employees

1. Reference, IMA KORO, Policy #20, Prevention of Sexual Harassment, dated 3 January 2005

2. The Area II Support Activity fully supports, IMA KORO, policy on Prevention of Sexual Harassment.

3. Sexual harassment is defined as influencing, offering to influence, or threatening the career, pay, or job of another person - woman or man - in exchange for sexual favors; or deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or work-related environment. It is often characterized as unwelcome pressure for dates; threats of adverse comments on appraisals; sexually suggestive remarks or looks; jokes or comments of a sexual nature or with sexual overtones; or display of sexually suggestive items such as calendars, posters, and pictures on walls, desks, or computer monitors. Sexual harassment affects both men and women, military and civilian, and costs the Army time, money, and resources. It creates a hostile working environment and reduces productivity and affect morale.

4. Any individual who is subjected to acts of sexual harassment by supervisors or coworkers should make it clear that such behavior is unwelcome and should immediately report the incident to the chain of command or the servicing Equal Employment Opportunity Office. All incidents will receive immediate attention and will be addressed fairly and effectively.

5. I am personally committed to promoting the Army's core values. Sexual harassment is a direct contravention of those values. I expect all personnel to exhibit the highest level of professional behavior and commit to maintaining a working environment that is free of sexual harassment. We all have a responsibility to ensure that incidents of sexual harassment are not tolerated.

RONALD C. STEPHENS  
COL, SC  
Commanding

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